

## GOVERNOR'S INTERAGENCY COUNCIL ON VETERANS

### **EMPLOYMENT WORKING GROUP DRAFT MEETING MINUTES MONDAY, MAY 21, 2012**

The Governor's Interagency Council on Veterans (ICV) Employment Working Group held a meeting on Monday, May 21, 2011, at the California Department of Veterans Affairs (CDVA), Veterans Home in Ventura, California. The following Draft Minutes are not a written transcript, but a brief synopsis of the meeting. Member discussion and public comment have been paraphrased. An audio recording of the meeting is available upon request.

#### **1. CALL TO ORDER / WELCOME BY CHAIR AND SECRETARY PETER J. GRAVETT**

**DISCUSSION:** Mr. Dennis Petrie, Chair, convened the meeting at 12:05 p.m., welcomed attendees and thanked Ms. Brenda Manke and her staff at the Veteran Home for their assistance and hospitality in providing the location of this meeting. Mr. Eric Worthen, Assistant Deputy Secretary of the California Department of Veterans Affairs (CDVA) introduced Secretary Peter J. Gravett. Secretary Gravett welcomed members to the meeting and reviewed his summary of the February conference of the ICV. Roll call followed Secretary Gravett's opening remarks. The following are those in attendance.

#### **ATTENDANCE:**

Secretary Peter J. Gravett  
Dennis Petrie, Chair  
Peter Cameron  
Angel Carrera  
Coreena Conley  
Bernice Creager for Reichel Everhart  
Evelyn Garcia  
Debbie Gregory  
Max Jones, Jr.  
Robert Logan  
Brian McMahon  
Jeff Riel  
Nancy Sanders  
Justin Smith  
Marguerite Womack

Eric Worthen

*Subsequent to the meeting the minutes were amended to include Peter Cameron in attendance.*

**2. APPROVAL OF MAY 21, 2012 MEETING AGENDA AND APPROVAL OF APRIL 25, 2012 DRAFT MEETING MINUTES**

**DISCUSSION:** Mr. Petrie asked the members in attendance if they had any additions to the May 21, 2012, meeting agenda and when no one offered any he accepted approval of the agenda. Mr. Petrie then requested if the members in attendance had any additions and/or corrections to the April 25, 2012, Draft Meeting Minutes as included in the agenda packet. When none were noted Mr. Petrie stated the minutes were approved as submitted.

**3. REVIEW PRIORITIES OF EMPLOYMENT WORKING GROUP**

**DISCUSSION:** Mr. Petrie briefly reviewed the Employment Working Group's list of priorities established at the Interagency Council on Veterans, February 2012 Conference. He then discussed the process by which the Employment Group, at their April 2012 meeting, expanded to six items the original list of four items. After discussing the six items the Group decided the group would be more effective in reaching their goals if they prioritized the list of six items further into the top three issues, begin work on them and worked on the remaining three issues at a later date. The members agreed this to be the best strategy.

At this time Mr. Petrie suggested opening a discussion about the potential for the group to form subgroups to work on individual items and report back to the Employment Group as a whole. Concerns were voiced about members who may want to work on all subgroups, scheduling of additional meetings, Bagley-Keene issues and dedication to the working group in general. They reached an agreement that all members will work on the issues together, thus no subgroups.

**4. DISCUSS ACTION PLAN for PRIORITIES of EMPLOYMENT WORKING GROUP**

**DISCUSSION:** Mr. Petrie began the discussion on developing an action plan by listing the following top three priorities for the Employment Working Group.

1. Improvement of transitional programs such as the Transition Assistance Program (TAP) to help the veteran become more aware of the services and benefits available to them upon being discharged.

2. Improved Labor Exchange – putting veterans together with jobs.
3. Coherent alignment of federal, state and local programs

Due to the absence of Mr. Peter Cameron and Mr. Keith Boylan who work closely with transition programs, Mr. Petrie asked the members if they would like to postpone the discussion on Item 1, Improvement of Transitional Programs. The members agreed to postpone this discussion and move onto the next.

Mr. Petrie began the discussion on Item 2, Improved Labor Exchange. Mr. Petrie explained the history of various labor exchanges and described in general how they functioned. He told the group the Employment Development Department (EDD) and the Employment Training Panel partnered to update the current CalJOBS labor exchange system for the state. Mr. Petrie and Mr. Brian McMahon referred to the improved labor exchange system as CalJOBS 4.0. This new system will be brought online in phases beginning July 2, 2012, with expectations of capturing 400-500 thousand job vacancies existing in the State of California. The new system will also use spidering technology so that through the internet it can scrap the internet and find those private industry independent job boards. This new system will make it easier for employers to have their jobs reflected in CalJOBS and will give our veterans and all the state's job seeking population a larger cache of open and available jobs for which they can apply. All agencies; non-government, government and community based organizations will have access to this new system. The veteran and any job seeker will no longer have to run from job board to job board. Mr. McMahon stated this is a powerful job source and job matching tool that could provide a portal for veterans and there is potential to build upon the system. Ms. Marguerite Womack of United Way tells the group that her organization has been working with many large employers and who have been asking for a single database such as this because they are currently hiring "for profit" companies to do this type of search. Ms. Womack feels it might be helpful if the Employment Working Group members could provide input into what the database might look like and help to get the word out about the new system. Mr. Petrie and Mr. McMahon will research with the vendor, Geo Solutions, for options that can be added to CalJOBS 4.0.

Mr. Eric Worthen states concerns about organizations that are looking for veteran specific boards and may not be interested in CalJOBS 4.0 and he asks if CalJOBS has a section that is veteran specific. Can an employer post a job only for veterans only? Mr. Petrie explains that the State cannot discriminate by making a job available only to veterans and not other Californians who are seeking a job. Mr. McMahon says it might be possible that there are searchable data elements for those jobs posted that are targeted to veterans and a report could be run that could identify jobs on that type of basis. The group discussed the 24 hour hold for veterans for jobs in CalJOBS and discussed if that time could be extended and what would be a good time frame for the hold. Dennis reminds the group that this is a policy issue and would need to be researched before any action could be taken.

Mr. Worthen inquires if the CalJOBS 4.0 will have a “vet translator”, a way of translating military terms and job descriptions to civilian terms and job descriptions. He explains that Career Builder, Google, Monster and some other job boards are currently offering those translators. Mr. Petrie states that most of the occupational translations that would occur in CalJOBS 4.0 would be connected with the ONET of the US Department of Labor (DOL). The current CalJOBS system does not have this capability but questions about these types of enhancements can be pursued.

Mr. Angel Carrera brought up the topic of certificates and licenses issued by the Department of Consumer Affairs and how to speed up the process to match the skills learned in the military to the civilian skills so that veterans could be certified and/or licensed faster. Ms. Womack states that several databases in the private sector do this already, Hire Our Heros, H2H and Career Builder, to name a few. Mr. Worthen states that he has tested a few of the sites and it is the soft skills that get the jobs those soft skills don’t show up on these sites to produce the match.

Mr. Petrie tells the group about a meeting he had with representatives of the Sacramento Area Human Resources Association (SAHRA) involving a Memorandum of Understanding in partnership with EDD in an effort to move beyond when a corporate CEO says their organization will hire “5,000” vets (for example). How does this action filter down to the Human Resources folks who are receiving applications and then down to the veteran services organization who have the pipelines to bring it all to fruition.

The group talked about expanding an outreach campaign to employers that would explain the (current) 24 hour hold on jobs posted to CalJOBS and tax breaks for hiring veterans. Mr. Petrie suggests that the agency’s public relations should get together and start a discussion about a media campaign about hiring veterans. Ms. Gregory suggests inserts in mailings. Ms. Womack questions if we should do these campaigns alone or partner with those already doing such campaigns. Mr. Worthen questions how we reach out to the individual veteran, those who may have been working but are now no longer in the work force. How do we remind them to declare their veteran status?

Mr. Petrie quotes the unemployment (UI) rate for veterans and suggests this is the time to prioritize and center on the group with the highest UI rate. It seems the overall focus appears to be on the recently separated veteran but by using layered messaging the campaign can pick up on the outlying veterans in other categories.

Item 3 - Coherent Alignment of Federal, State and Local Programs was the next topic of discussion. Mr. Peter Cameron had joined the meeting and was asked to explain the restrictions on federal and state funds. Mr. Cameron says programs need to broaden the criteria and open the doors up. At this time each client must meet all the criteria or they don’t get a “ticket to ride”. It often happens because of regulations, timelines, eligibility criteria, etc. It really limits the number of people you can help. The goal is to get people to trained and employed but in order to do

that you have to spend a lot of time with clients assisting them with mental health issues, housing issues, benefit issues. All these kinds of things force us to coordinate on a case management level with multiple agencies on a state, federal and community level. If a multiple task tool could be created it would be most helpful. Mr. Petrie asks Mr. Cameron if he is suggesting California should embark on some type of advocacy effort at the Federal level around trying to reduce the complications and prescriptive nature of programs for veterans. Mr. Cameron says yes, and Mr. Worthen talks of the federal legislation to move the Disabled Veterans Outreach Program (DVOP) and

Local Veteran Employment Representative (LVER) programs from the Department of Labor to the Veterans Administration. Mr. Worthen suggests that we need to identify where we need flexibility, specific programs, so we can have a list saying we need flexibility in programs 1 through 6 (for example). And then we need to identify how some of these programs overlap. Mr. Petrie asks Mr. Cameron if he and others in similar organizations could articulate for the Employment Working Group the challenges and barriers they experience in trying to integrate all these things together. Mr. Cameron answers yes, they can do this on a smaller scale but it will get complex on a bigger scale and will need the help of the other working groups. Mr. Worthen said the Community Based Organizations can communicate through staff member Ms. Karen Wall.

#### Conclusion:

- Mr. Worthen will provide a template for members to fill out with ideas for further discussions on improvement to transitional programs and the next priorities for an enhanced labor exchange. There will be a background section and members can add their expected outcomes. Using this template will provide a uniform way of putting forth solutions. Mr. Petrie, Mr. Worthen and Ms. Wall will disseminate the information, get member's feedback, compile the feedback and send it back out. This way when the next call is convened everyone will be working with the same material.
- Mr. Petrie and Mr. McMahon will provide a summary of the new CalJOBS 4.0 and speak to the vendor, Geo Solutions, about existing functionalities included within the existing scope of work and if any minor tweaking could occur to assist in targeting veterans' skills and resumes.
- Ms. Womack and Mr. Worthen and members will supply lists of any labor exchange sites to Ms. Wall for distribution to the members.

## **5. FOLLOW-UP ON PREVIOUS TASKS/QUESTIONS**

**DISCUSSION:** Mr. Petrie requested members bring up any comments, questions or updates from previous meetings or items not on this agenda. None were presented.

**6. PUBLIC COMMENTS**

**DISCUSSION:** Mr. Petrie requested comments from the public on agenda items. There were no members of the public in attendance.

**7. FUTURE MEETINGS AND DATES TO REMEMBER**

**DISCUSSION:** Mr. Petrie reminded members the Employment Working Group's next meeting is scheduled for June 19, 2012.

**8. ADJOURNMENT**

**DISCUSSION:** Mr. Petrie called for final public comment and then adjourned the May 21, 2012, Employment Working Group meeting at 3:45 p.m.